

Westfield Primary School and Nursery Class



Anti-Bullying Policy A Guide for Parents/ Carers

Overview

At Westfield Primary School, we prioritise the safety and well-being of all children. According to the UN Convention on the Rights of the Child, every child deserves protection from violence and should feel safe and cared for at school. "Children have the right to protection from all forms of violence (physical or mental). They must be kept safe from harm and those looking after them must give them proper care." UN Convention on the Rights of the Child, Article 19

Our Commitment

As part of North Lanarkshire Council, we have a strong anti-bullying policy in place that aligns with both local and national guidelines. Our goal is to ensure that every child can learn and grow in a supportive environment, free from bullying.

Key Objectives

- Every child should feel safe from bullying and develop respectful relationships with peers and adults.
- Children and their parents/carers will receive guidance on recognising, preventing, and responding to bullying.
- Support will be readily available for any child in need of help.
- All staff members will consistently implement strategies to address and prevent bullying from early childhood onward.

Policy Review

To keep our policy effective and relevant, we commit to reviewing and updating it every three years at a minimum, taking into account the latest developments in anti-bullying practices.

Westfield Primary School Charter Expectations

At Westfield Primary School, we have set clear expectations that are the result of collaboration among pupils, staff, and parents/carers. These expectations foster a nurturing learning environment where everyone feels safe, respected, and supported.

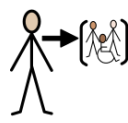
Core Expectations

- **Be Kind:** We want everyone to feel cared for and safe.
- **Include:** We value our differences and believe everyone should be accepted for who they are.
- **Be Respectful:** We aim for positive relationships where everyone is treated fairly.
- **Show Resilience:** We encourage determination and the effort to always do our best.
- **Achieve:** Our goal is for every child to learn, grow, and reach their potential.

We recognise the importance of supporting each child's social, physical, emotional, and mental health, just as much as their academic success. Therefore, any bullying behaviour is not tolerated and will be addressed promptly and effectively



Be Kind



Include



Be Respectful



Resilience



Achieve

Aims

At Westfield Primary School, we work together with parents, pupils, and the wider community to achieve the following goals:

- **Prevent Bullying:** We strive to stop bullying behaviour before it starts.
- **Address Bullying Incidents:** When bullying does occur, we focus on reducing it and ultimately stopping the behaviour altogether.
- **Support Affected Families:** We provide assistance to children and families impacted by bullying.
- **Build Resilience:** We aim to empower children and young people to effectively address and combat bullying.

We are committed to ensuring that every pupil has the opportunity to thrive and feel Safe, Respected, and Included, in line with the wellbeing indicators in the "Getting it Right for Every Child" approach. All staff members are responsible for acting on or reporting any bullying incidents to support this mission.

What is Bullying?

At Westfield Primary School, we follow the national definition of bullying as outlined in Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People.

Definition of Bullying:

Bullying is any face-to-face or online behaviour that affects a person's sense of safety and their ability to feel in control of their life. It can occur even if the behaviour is not repeated or intended to cause harm. Bullying can be physical, emotional, or verbal, leading to feelings of hurt, threat, fear, and isolation.

Forms of Bullying Include:

- **Verbal:** Persistent name-calling, mocking, or taunting.
- **Physical:** Assaults such as hitting, pushing, or any form of violence.
- **Material:** Damaging or stealing belongings.
- **Social:** Excluding others or spreading harmful rumours.
- **Written:** Sending offensive images or messages online or creating offensive graffiti.
- **Psychological:** Coercing someone to do things against their will.

North Lanarkshire Council is dedicated to ensuring the safety and wellbeing of all children and young people. It is important to understand that bullying is not a normal part of growing up, and every child has the right to be protected, supported, and respected. Bullying violates the rights outlined in the UN Convention on the Rights of the Child.

When It's Not Bullying Behaviour:

It's important to recognise that children will naturally have disagreements, fall in and out of friendships, and sometimes stop talking to each other. These behaviours are a normal part of growing up and are not considered bullying.

However, if such behaviours are not addressed, they can escalate and potentially lead to bullying. This can create an environment where some children feel afraid, uncomfortable, or unsafe.

At Westfield Primary School, we aim to foster healthy relationships among students and acknowledge that while conflicts may arise, they are distinct from bullying behaviour.

Challenging Prejudice-Based Bullying

At Westfield Primary School, we are dedicated to addressing all forms of prejudice-based bullying as per the Equality Act 2010. This includes bullying targeting children with Additional Support Needs (ASN), disabilities, or visible health conditions, as well as those based on sexual orientation or gender identity within the LGBTQIA+ community. We recognise that children experiencing Adverse Childhood Experiences (ACEs) may also be more vulnerable to bullying. Other forms include sexism and bigotry, which can manifest as harmful behaviour related to gender, race, or beliefs. Cyberbullying, which occurs online, involves the sharing of harmful or private content. For more information, please visit our school website for the expanded North Lanarkshire Council's Anti-Bullying Policy.

Expectations and Responsibilities

At Westfield Primary School, we foster a nurturing and caring environment where preventing and responding to bullying is a collective responsibility shared among children, staff, and parents/carers.

Children and Young People:

Pupils are encouraged to actively recognise, report, and prevent bullying. Through the PSHE curriculum, they will learn about the impact of bullying on emotional health, develop personal and social skills, and understand the importance of positive relationships.

Staff and Volunteers:

Staff members receive training to effectively address bullying and are committed to building positive relationships with students. They are available to listen and respond promptly to reports of bullying.

Parents and Carers:

You should reassure your child(ren) that they have done the right thing by disclosing any bullying incidents and familiarise themselves with the school's pupil anti-bullying leaflet. They are encouraged to report any bullying behaviour to designated staff members and remain vigilant for signs of distress in your children. It is important for parents to understand that disagreements are a normal part of growing up, but bullying is not acceptable. You should support your child in reporting bullying incidents to staff, allow the school to manage investigations, and maintain open communication with school authorities about any updates or concerns. Following an investigation, school staff will contact parents to discuss the next steps.

Respectful Behaviour

We are committed to promoting respectful behaviour in our school, with adults always modelling positive relationships. By building strong, trusting relationships between staff and children, we create a safe, supportive and happy environment where children feel valued and confident to seek help when needed. This positive ethos supports wellbeing and helps children feel secure both in school and in the wider community.

Together, we promote awareness through various initiatives, including assemblies, peer mediation, and the school's anti-bullying policy, which provides guidance for identifying and tackling bullying behaviour. Our goal is to create a safe environment where all students can learn and thrive.

Labelling

We avoid using labels such as "bully" or "victim," as these can be unhelpful and may impact children's ability to change or recover. Instead, we focus on the behaviour and its impact, helping children understand what went wrong and how to make positive changes. This approach supports relationship building, encourages positive behaviour, and promotes a more respectful and supportive environment.

It is recommended against using labelling language in anti-bullying policy documents, using instead the suggested terms of 'people displaying bullying behaviour' or 'people experiencing bullying behaviour towards them'. This language is reflected in SEEMIS when recording incidents. (Respect Me, Scotland)

Reporting, Recording and Monitoring

We provide children with a range of safe and simple ways to report concerns, including speaking to staff, using class worry boxes or anonymous reporting. All incidents are recorded and monitored through SEEMIS, allowing us to track patterns, respond effectively, and strengthen prevention strategies.

Stakeholder Involvement

Pupils, parents and staff have contributed to developing shared expectations through groups such as the pupil council and our rights respecting committee. This ensures children's voices are heard and helps create a safe, respectful environment where they feel valued and supported.

Involving parents and carers in policy development respects their important role within the school community. It enables you to contribute to and support approaches to safety, understand procedures for concerns or complaints, and helps strengthen positive relationships across the school.

Policy Review and Communication Plan

North Lanarkshire are committed to evaluating and reviewing anti-bullying policies on a frequent basis. We will review this policy every three years (August 2028). Our policy review will include consultation with children and young people, parents, staff and volunteers and any other relevant external stakeholders.

Further Information and Support

Further information and support can be accessed at <https://www.respectme.org.uk/>

Anti-Bullying and Positive Relationships Policies can be accessed in full on Westfield Primary Website <https://blogs.glowscotland.org.uk/nl/WestfieldWonders/>

